

CALIFORNIA APPRENTICESHIP  
COUNCIL

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**EQUAL OPPORTUNITY IN APPRENTICESHIP  
COMMITTEE MEETING****MINUTES**Thursday – January 29, 2009 9:00 a.m.**I. Call To Order/ Roll Call**

CAC Commissioner Anne Quick, standing in for Chair Jose Millan, called the meeting to order at 9:01 p.m.

Members present: Carl Goff, Dina Kimble, Leo Garcia, Pat McGinn, Donna Bechthold, Anne Quick, and Acting Chief Glen Forman.

Members absent: Aram Hodess, Jose Millan and Cedric Porter

Review/Approval of the minutes of October 30, 2008

A motion to accept the minutes was made by Commissioner Porter and seconded by Commissioner Garcia. The minutes were approved.

**II. Study on Women and Minorities in Construction**

- Renee Bacchini, Assistant to the Chief, reviewed the guidelines for the Director's Program Award and reminded attendees that the deadline to submit nominations is March 31<sup>st</sup>. The award is for programs and employers who recruit, train, promote and encourage women in the industry. Applications are available either online or the DAS consultants have them available for their respective programs.
- At a previous CAC meeting, John Bullock, Carpenters Training Committee for Northern California suggested that a study be conducted to be able to determine the actual level of interest of women in the construction industry. Commissioner Millan agreed to initiate the study. He tasked Barry Noonan to move forward with the study. Mr. Noonan shared with the committee and attendees his plan to detail an ad hoc committee to formulate strategy and to hire an actual study group to gather viable statistics in order to show that the 22% female goal that apprenticeship programs need to attain is unrealistic.
- There was much discussion about this study – the fact that numerous studies had already been done, including the very extensive one by the Blue Ribbon Committee on Women in Construction who had identified areas to be addressed and ways to approach them. The discussion detailed that results had already been tabulated, recommendations made from BRC and no action taken or anything done with the data. There was also discussion that a study would cost money and there is no budget for it.

A motion and second were made to halt any further action to enact a study until further notice.



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- Additional discussion followed with some excellent input from audience members regarding ways to encourage and recruit women into the industry starting with middle school, parents and counselors to name a few. Another area to focus was on the Middle Manager and Foreman level in order for that position to lead by example for other workers.

III. Other Items of Potential Interest

- Discussion and action plans will be developed to put some strategies together to implement some of the ideas and information already gathered over the past few years at the next meeting.

IV. Adjournment

A motion to adjourn was made by Commissioner Quick and seconded by Commissioner Garcia. The meeting adjourned at 10:10 a.m.